



GENDER PAY GAP INFORMATION

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1. Introduction

The legislation governing gender pay gap reporting is contained in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The duty requires public organisations with 250 or more employees to publish gender pay gap information on the organisation's website.

We are also obligated to report on our gender pay gap information on the UK Government's online service by the reporting deadline of 4 April 2020. This information must be signed off as being accurate and calculated in accordance with the regulations and the guidance provided through ACAS by the Chief Executive of the individual organisation. As Director of National Museums Scotland, I am confirming that these regulations have been met.

National Museums Scotland is a Non Departmental Public Body and a registered charity and is registered at the Government Equalities Office under the private and voluntary sector and therefore must publish the data by 4 April 2020.

The data required to be published is as follows:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus
- Proportion of males and females in each quartile band

2. Gender Pay Gap at National Museums Scotland

The current gender pay gap information for National Museums Scotland is set out in Tables 1 to 4 at Appendix 1 and has been derived from salary information (excluding overtime) as at 5 April 2019. It should be noted that no bonuses are paid to any staff in National Museums Scotland and therefore there is no data to be made available.

As at the snapshot date 5 April 2019, National Museums Scotland employed 196 males (44% of staff) and 260 females (56% of staff). There were approximately 12% more female staff than male staff in employment. Employing more females than males has been the position in the organisation for a number of years although it is noted that the percentage difference has decreased by 2% since publishing results in 2019. It is also worth noting that the 2011 Census confirms that 48.5% of the Scottish population is male and 51.5% is female. National Museums Scotland's profile therefore follows the trend/shape of the national profile.

The mean hourly pay for male staff is £13.76 and for female staff is £14.86. The current mean gender pay gap for all staff across our published pay scales at National Museums Scotland is £1.10 or 8% in favour of female staff. The median gender pay gap is £3.05 or 27.6% in favour of female staff. These figures remain relatively similar to the last reporting period with the percentage of male employees increasing by 1% and the percentage of female employees decreasing by 1%. This overall gender pay gap might be considered atypical. However, this must be considered alongside the fact that the work of National Museums Scotland, like many

other national museums, covers a broad range of specialisms. This tends to lead to gender clustering in different work groups and produce this type of pattern in the gender pay analysis.

We have also reviewed gender pay gap information in the context of occupational segregation which we understand as the concentration of men and women:

- in different kinds of jobs (**horizontal** segregation)
- in different pay grades (**vertical** segregation)

As no member of staff receives a bonus, then this does not distort either the mean or median figures. The higher median gender pay gap in favour of female staff will arise from the fact that more females than males are employed in each of the Upper, Upper Middle and Lower Middle quartiles and in the organisation as a whole. Typically roles in Upper and Upper Middle quartiles are curatorial, professional, middle and senior management roles. There are also more females than males in the most senior management roles in the organisation which represents an alternative to many comparable organisations.

There are, however, more males (59.8%) than females (40.2%) employed in the Lower quartile, which include cleaning, security, support services and front of house visitor experience staff. This represents a change from the published 2019 results when there was 54.4% male and 45.6% female staff in the Lower quartile. Analysis shows that we have attracted more males into the visitor experience roles and have increased the number of females in security roles. Overall it should be noted that the largest groups of staff are in the Visitor Experience and in the Curatorial Departments than in the rest of the organisation.

We continue to be proactive as an organisation in ensuring there is no bias in our recruitment and selection practices, and are currently undertaking a review of these in line with best practice. In particular, we will be considering of how we present jobs as part of any recruitment campaigns in attracting a wider pool of potential recruits for posts especially in the lower and lower middle quartile. We ensure that all managers are trained in Recruitment and Selection best practice and in Equality and Diversity before they can support any recruitment campaign.

In line with National Museums Scotland's commitment to achieve equal opportunities for all staff, the organisation supports the principles that all employees should receive equal pay for the same or like work or work rated as equivalent or of equal value. In order to achieve, we maintain a pay system that is fair and transparent. This is based on the Hay job evaluation system which is used objectively for all posts within the pay scales. The job evaluation panel members are all trained Hay evaluators and the composition of the group includes trade union representatives. Pay and progression is applied equitable to both female and male employees as is all aspects of reward and remuneration. We generally appoint at the lowest 25% of pay bandings which is applied regardless of gender.

We have a pay structure at National Museums Scotland that is based on grades B through to 8 and contained within grades 6 to grade B there are established progression steps. Staff are eligible for a progression payment if they are not at the maximum of their scale. In recognition that men more generally in employment have less interrupted career paths than women, we ensure that progression is not affected by for instance periods of maternity leave, caring responsibilities, etc. and therefore progress for women through an individual scale is at the same rate as it is for men.

We continue to provide a comprehensive programme of leadership and management training for staff at all levels in the organisation regardless of gender.

Beyond these assumptions, we would regard the overall mean pay gap between male and female staff to be modest at 8% but we do remain committed to monitoring and analysing this information on an ongoing basis and addressing any issues that become apparent. All equalities information is published on our website in accordance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Dr Gordon Rintoul
Director
National Museums Scotland
March 2020

Table 1

Gender Pay Gap									
	Mean	Median		Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile		
Males	£13.76	£11.06	Min	£9.04		£9.75		£12.95	£16.41
Females	£14.86	£14.11	Max	£9.65		£12.84		£16.41	£42.49
Pay Gap	-£1.10	-£3.05	% Males	59.8		46.8		32.1	36.9
% Pay Gap	-8.0	-27.6	% Females	40.2		53.2		67.9	63.1

Table 2

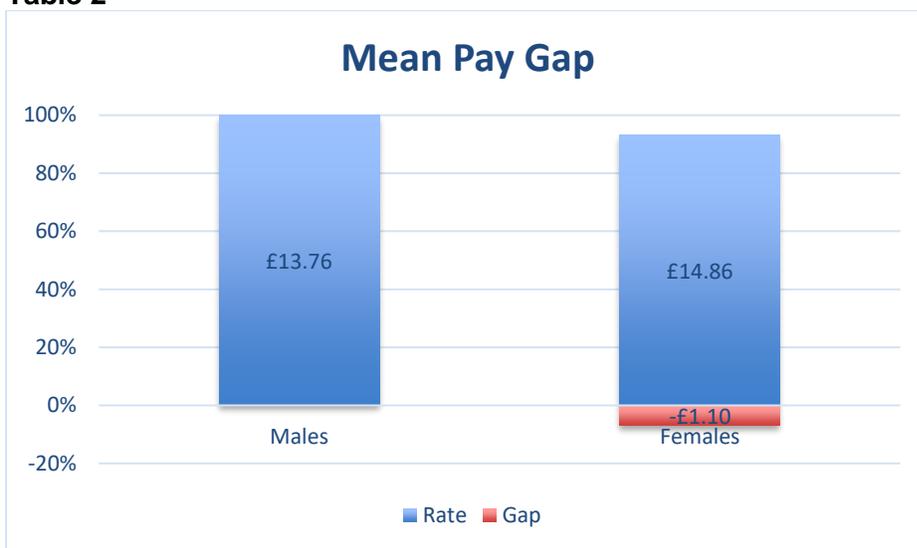


Table 3

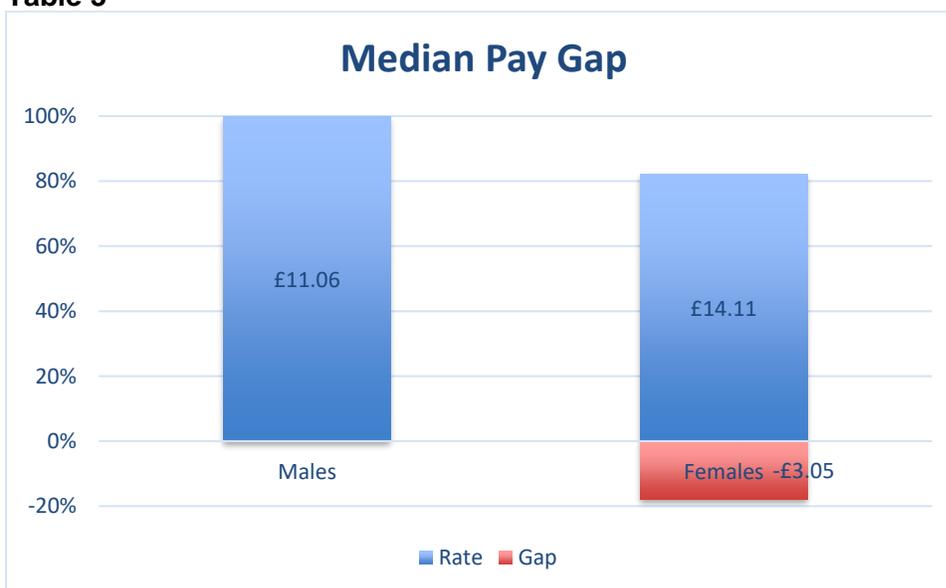


Table 4

